

Uzzell et al v. Johson et al

EXHIBIT A

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Patricia Uzzell**
104 Boulder Dr
Lucama, NC 27851

From: **U.S. EEOC-Raleigh Area Office**
434 Fayetteville Street, Suite 700
Raleigh, NC 27601



On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

433-2020-01091

J. E. Morales,
Senior Federal Investigator

(919) 856-4152

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

Elected Official**- NOTICE OF SUIT RIGHTS -**

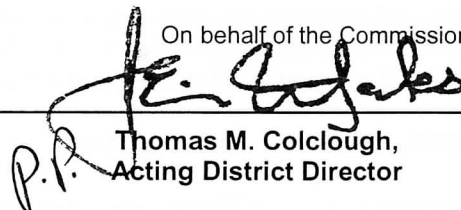
(See the additional information attached to this form.)


Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act: This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

Equal Pay Act (EPA): EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

Enclosures(s)


 Thomas M. Colclough,
 Acting District Director

01/22/20
 (Date Mailed) 

cc:

Theresa Whitehead
Town Administrator
TOWN OF LUCAMA
POB 127
Lucama, NC 27851

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: Gene Taylor
207 Blalock Rd.
Lunana, NC 27851

From: Raleigh Area Office
434 Fayetteville Street, Suite 700
Raleigh, NC 27601

☐

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

433-2020-01110

Johnnie M. Barrett,
Senior Federal Investigator

(919) 856-4087

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☒

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☐

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☐

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

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On behalf of the Commission

Johnnie M. Barrett
Thomas M. Colclough,
Acting District Director

01/23/20
(Date Mailed)

Enclosures(s)

CC: Teresa Whitehead
Town Administrator
TOWN OF LUCAMA
111 S Main St
Lucama, NC 27851

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Melissa Hayman**
103 Pearson St N
433-2020-01098
Wilson, NC 27893

From: **Raleigh Area Office**
434 Fayetteville Street, Suite 700
Raleigh, NC 27601

☐

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

433-2020-01098

Jason Matthews,
Investigator

(919) 856-4691

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

- ☐ The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.
- ☐ Your allegations did not involve a disability as defined by the Americans With Disabilities Act.
- ☒ The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.
- ☐ Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge
- ☐ The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.
- ☐ The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.
- ☐ Other (briefly state)

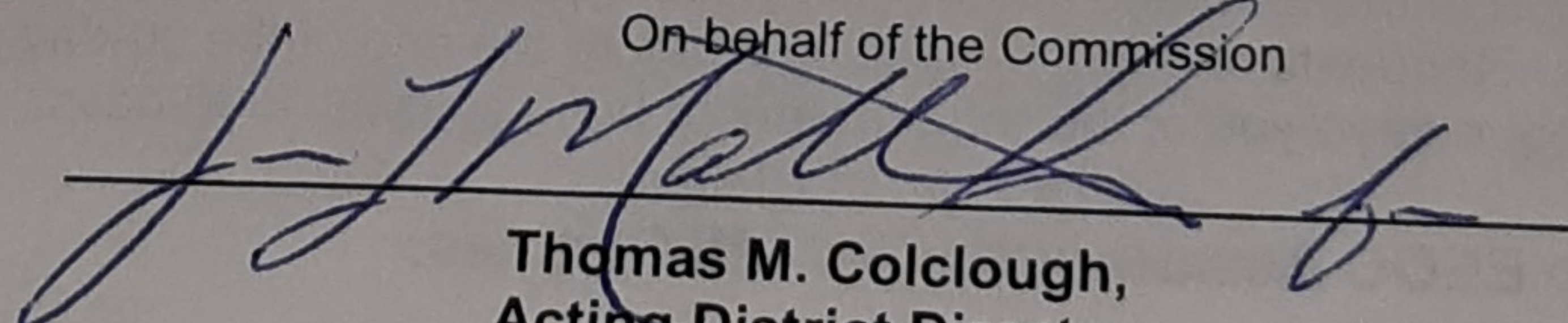
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On behalf of the Commission


Thomas M. Colclough,
Acting District Director

1.28.2020

(Date Mailed)

Enclosures(s)

cc: **Teresa Whitehead**
Town Administrator
TOWN OF LUCAMA
Po Box 127
Lucama, NC 27851

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

DISMISSAL AND NOTICE OF RIGHTS

To: **Teresa Whitehead**
2506 Canal Drive NW
Wilson, NC 27896

From: **Raleigh Area Office**
434 Fayetteville Street, Suite 700
Raleigh, NC 27601



On behalf of person(s) aggrieved whose identity is
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

433-2020-00188

Kofi K. Sam,
Investigator

(919) 856-4094

THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



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On behalf of the Commission

for **Thomas M. Colclough,**
Acting District Director

01/22/20
 (Date Mailed) *day*

Enclosures(s)

cc:

TOWN OF LUCAMA, NC
111 S Main St
PO Box 127
Lucama, NC 27851